

Generations in the Workplace

“In March, The Society for Human Resource Management (SHRM) released a study that indicated Generation Y is the hardest generation to work with.”

Generation Y is now entering the workforce and they have different views and work patterns. With four generations now working side by side, it is understandable that co-worker conflict has arisen. Each generation has very different attitudes towards their career, bosses, fellow workers, and lifestyles. Managing this amazing mix is becoming increasingly difficult. But when managed properly, the output of such human diversity can enhance the effectiveness of the organization. Here are some tips for effectively working with each of the four generations in today’s workplace.

Traditionalist

Feedback Coaching – no news is good news

Training – short bursts, outlined agenda and give the speech

Communication – personal is best



Boomer

Feedback Coaching – once a year with documentation

Training – Use PowerPoint and always leave room for debate and discussion

Communication – any form of communication is accepted; phone and email are widely used



Xer

Feedback Coaching – like to know the score and will assertively seek it if not readily given

Training – fun and interactive

Communication – Phone, Email or text but avoid asking for participation during their personal time



Generation Y

Feedback Coaching – If you are not telling them every day they are great they think something is wrong

Training – need hands on element

Communication – email and text anytime anywhere

The dedicated organizational consultants at First Sun are available to assist you in setting up training for your staff on this and other topics. Just give us a call toll free at **800-968-8143** or in Greater Columbia **803-376-2668**.